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New Wellness Program Kicks Off for 2014

The State of New Jersey is pleased to announce that beginning in January 2014, a new wellness program will be incorporated into the School Employees' Health Benefits Program's (SEHBP) health benefit plans, which are offered through Aetna and Horizon. This program, called **NJ WELL**, offers active employees incentives to learn more about their current health status and to work toward improving their health.



NJWELL
Working for a
Healthy New Jersey

By helping SEHBP members understand and improve their health, the program will truly help keep NJ WELL! Employee wellness will help the SEHBP contain healthcare costs. All savings realized by NJ WELL will be reflected in you and your employees' future SEHBP premiums.

As a participating employer in the SEHBP, you will play a critical role in communicating this new program and encouraging your active employees to participate. This e-mail provides you with important information about the new program, and what it means to your employees and to you.

Who Can Participate

NJ WELL will be offered to all active employees (and their covered spouses) who are enrolled in the SEHBP through one of our two SEHBP carriers, Aetna or Horizon. The program will launch in January 2014. This is an ongoing program that will be phased in over several years.

What NJ WELL Offers

In 2014 NJ WELL will focus on helping participants understand their current health status. Employees and their covered spouses will each receive a **\$100 gift card when they earn 250 Wellness Points by participating in both a:**

- **Biometric Screening** — A participant earns 100 points by having a biometric screening, which identifies potential health risks. For convenience, screenings will be offered by NJ WELL for free at a number of centralized locations throughout the state. Employees who register early will have a chance to get a head start on the program and get their screening at the 2013 NJEA Convention! Alternatively, a participant can go to his/her physician for this screening starting in January.
- **Health Assessment** — A participant earns 150 points by completing a short online Health Assessment questionnaire about the participant's general lifestyle. Health Assessment questionnaires will be available in January for members who register at their health plan's online portal.

All Biometric Screening and Health Assessment information will be confidentially collected and stored by the participant's health plan. The results are provided only to the participant; by law, they cannot be shared with an employer.

**Instructions on registering for a biometric screening at the 2013 NJEA Convention will be provided soon! All benefits are subject to the terms and conditions of the employee's health plan.*

In future years, active employees and their covered spouses can earn points and obtain **increased financial incentives** for performing a wide array of wellness activities. These will include reaching goals associated with the biometric screening, such as lowering cholesterol, blood sugar, blood pressure and BMI, or quitting smoking. They can also earn points for receiving preventive screenings, working with a health coach, and completing online activities.

This fall, a flyer will be mailed to active employees' homes announcing NJ WELL and providing initial information about the program. Subsequently, employees will receive information on NJ WELL directly from either Aetna or Horizon, depending on the SEHBP benefit plan option in which they are enrolled.

Your Role

We need your help in making NJ WELL a success by:

- **Identify a Wellness Champion for your Location.** A Wellness Champion is a colleague who is passionate about health and wellness, is comfortable encouraging people to participate, and can help you promote the program. Wellness Champions will receive training from the SEHBP about how to effectively promote NJ WELL to fellow employees. Complete the enclosed form and submit it by October 15, 2013 via email at NJWELL@treas.state.nj.us or fax at (609) 341-3412 to designate a Wellness Champion for your location.
- **Encouraging your employees (and their covered spouses) to participate.** Your support of the program is important in maximizing participation. To realize the full potential of this program, your employees (and their covered spouses) must participate.
- **Setting an example.** Your participation in the screening and assessment sets a positive example for your employees.
- **Using promotional materials.** Promotional materials will be provided for your employees. Be sure to post/distribute the materials to help advertise the program.

Employer Reward

The focus for this coming year is creating awareness of health status. In future years, employees (and their spouses) will earn points by participating in a wide range of healthy activities. Beginning in 2015, if your total participants meet a certain points threshold, your SEHBP premiums for the following calendar year will be reduced. This premium reduction starts in 2016 and will translate into savings for each Employer with a high number of employees participating in the program.

Employees who begin participating this year will be at an advantage in future years when they are required to achieve biometric goals in order to earn points.

Thank You for Your Support

Thank you in advance for your support of this important program. Be sure to watch your home mailbox for a mailer that announces the introduction of NJ WELL to all employees.

This is just an overview of NJ WELL, how it works, and the advantages to both you and your employees. You will receive more-detailed information about the program in the fall, as well as promotional materials to help you launch the program.

Information about NJ WELL will be posted on the Division's Web site on a regular basis.

Help keep NJ WELL!